S. HRG. 100-503

NOMINATION

HEARING

BEFORE THE

COMMITTEE ON LABOR AND HUMAN RESOURCES UNITED STATES SENATE

ONE HUNDREDTH CONGRESS

FIRST SESSION

ON

ANN DORE McLAUGHLIN, OF THE DISTRICT OF COLUMBIA, TO BE SECRETARY OF LABOR, U.S. DEPARTMENT OF LABOR

DECEMBER 8, 1987

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NOMINATION

TUESDAY, DECEMBER 8, 1987

U.S. SENATE,
COMMITTEE ON LABOR AND HUMAN RESOURCES,
Washington, DC.

The Committee met, pursuant to notice, at 10:05 a.m., in Room SD-430, Dirksen Senate Office Building, Senator Edward M. Kennedy (chairman) presiding.

Present: Senators Kennedy, Hatch, Stafford, Thurmond, and Quayle.

Also present: Senator Bradley.

OPENING STATEMENT OF SENATOR KENNEDY

The CHAIRMAN. We will come to order.

This morning the Committee on Labor and Human Resources welcomes the nominee to be the Nation's 19th Secretary of Labor, Ann Dore McLaughlin.

The nomination carries on the great tradition of Frances Perkins, who served as Secretary of Labor in Franklin Roosevelt's Administration, and who is the only woman to hold the office until now. Like Mrs. Perkins, Ann McLaughlin brings to the position a strong commitment to public service, including a distinguished record as Under Secretary of the Interior.

Congress established the Department of Labor in 1913 "to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions and to advance their opportunities for profitable employment."

Today, that straightforward mandate includes many complex and far-reaching responsibilities. In meeting these responsibilities, the Secretary of Labor must work closely with Congress on vital legislation for America's working men and women.

In the 100th Congress, key proposals are pending to increase the minimum wage, to require employers to offer health insurance to their employees, to provide parental and medical leave, and to improve conditions of health and safety in the workplace.

Within existing budget constraints, there is a great deal that can be done to protect and improve the welfare of workers in these and other respects, and I welcome Mrs. McLaughlin to the Committee and look forward to working closely with her on issues within the Committee's jurisdiction.

Senator Hatch.

OPENING STATEMENT OF SENATOR HATCH

Senator HATCH. Thank you, Senator Kennedy.

It is really a pleasure to welcome you here, Ann.

I think you ought to cherish this moment, because this may be the high-water mark of your relationship with this Committee.

President Reagan, should be commended for his excellent choice of Ann Dore McLaughlin to be Secretary of Labor.

You will bring to this position, in my opinion, a wealth of experience in management and public service. And following, as Senator Kennedy mentioned, the tradition of Frances Perkins, I think you will bring new ideas and a new outlook to the labor policy of this Administration and perhaps the country in general.

Mrs. McLaughlin is keenly aware of the problems facing American workers—problems ranging from adequate child care to concerns about safety in mines. Having known her for several years, I know she is committed to strict enforcement of existing laws as well as seeking out ways to deal effectively with the competitive challenges our Nation now faces.

I am looking forward to working with you, Ann. I know you are open-minded, you are dedicated to problem-solving, and I know you are a good manager.

While the time left in President Reagan's Presidency is short, there is still much than can and really has to be accomplished. I am confident you are the right person to lead the Labor Department to the end of this Administration, and I hope that all of our colleagues will unanimously support your nomination and that we can act on it as quickly as possible.

I am also happy to welcome Senator Bradley today. It is always good to see you, Bill.

So we are happy to have you here, and we hope that everything will go well for you.

Mrs. MCLAUGHLIN. Thank you, Senator.

The CHAIRMAN. Our good friend from Vermont, Senator Stafford, we are delighted to recognize you.

OPENING STATEMENT OF SENATOR STAFFORD

Senator STAFFORD. Thank you very much, Mr. Chairman.

Mrs. McLaughlin, I simply want to join in the welcome that you have received from the Chairman of the Committee and the Ranking Member of the Committee and add my own welcome. You can now virtually count on at least the vote of Stafford to recommend your confirmation to the Senate. I think you will do well by the Administration and well by the American people, and we will get along well in this Committee.

Mrs. MCLAUGHLIN. Thank you, Senator.

The CHAIRMAN. The Senator from South Carolina, Senator Thurmond.

OPENING STATEMENT OF SENATOR THURMOND

Senator THURMOND. Thank you, Mr. Chairman.

Mr. Chairman, first I want to commend you for scheduling this hearing and moving quickly on this nomination.

Ann McLaughlin has had an outstanding career in both private industry and government. She has held senior positions in the Environmental Protection Agency, the Treasury Department, and the Department of the Interior. Moreover, she recently served as a consultant for the Center for Strategic and International Studies in Washington, D.C. Mrs. McLaughlin would bring to this position a wide range of experience in the public and private sector.

Mr. Chairman, under Secretary of Labor Brock, we have had strong leadership in carrying out President Reagan's policies at the Department of Labor. I believe President Reagan has made another sound choice to see these policies carried forward.

Just this weekend it was announced that the civilian unemployment rate of the Nation decreased to 5.9 percent, matching the low point for the decade. Moreover, the number of Americans at work rose by about 300,000 last month, and the number of unemployed is more than one million below the level of a year ago.

Furthermore, recent Labor Department studies show that nearly two-thirds of the new jobs created have been in higher-paying occupations, and only 10 percent in lower-paying, low-skill, service occupations. Over 90 percent of these jobs are full-time.

Mr. Chairman, we recently heard additional good news about improved manufacturing output. The goods-producing sector of the economy showed unusual strength, accounting for more than one-third of the recent job gain.

These recently-released figures provide encouraging evidence that American industry continues to grow robustly despite the October 19th stock market plunge.

Mr. Chairman, as we enter into our 60th month of uninterrupted expansion—the longest peacetime expansion on record—I am confident that Mrs. McLaughlin will demonstrate the leadership necessary to help this welcome trend continue.

Mr. Chairman, while my schedule may not permit me to stay for the entire hearing, I look forward to reviewing the transcript of today's hearing.

I want to congratulate Mrs. McLaughlin upon her appointment as Secretary of Labor, and I am sure she is going to do a fine job. She is fortunate to have here this morning one of the most respected Members of the Senate, Senator Bradley, to speak in her behalf.

The CHAIRMAN. Just before recognizing Senator Bradley, I recognize Senator Hatch.

Senator HATCH. Thank you, Mr. Chairman.

I would like to put in the record at this point a statement by Senator Bob Dole, our Minority Leader, regarding your confirmation, and express his desire to support you.

The CHAIRMAN. It will be so included.

[The prepared statement of Senator Dole follows:]

STATEMENT OF SENATOR BOB DOLE

CONFIRMATION HEARINGS OF ANN DORE McLAUGHLIN

MR. CHAIRMAN:

IT IS A REAL HONOR TO TESTIFY BEFORE THIS COMMITTEE ON BEHALF OF A GOOD FRIEND, AND FINE PUBLIC SERVANT, ANN DORE McLAUGHLIN.

I HAVE KNOWN ANN FOR A NUMBER OF YEARS. SHE IS ONE OF THOSE RARE INDIVIDUALS WHO WHEN GIVEN A TASK -- NO MATTER WHAT IT IS, GETS IT DONE AND DONE WELL.

ANN COMBINES INTELLECTUAL ABILITY WITH A CAN-DO SPIRIT. SHE HAS DISPLAYED HER CONSIDERABLE ABILITIES IN THE PRIVATE SECTOR AND PUBLIC LIFE. WHETHER IT WAS AS A MANAGEMENT CONSULTANT IN PUBLIC AFFAIRS, OR ASSISTANT SECRETARY AT TREASURY, AS DIRECTOR OF PUBLIC AFFAIRS AT EPA, OR UNDER SECRETARY OF INTERIOR, ANN WAS ABLE TO MASTER THE DETAILS OF HER FIELD AND BECOME A DECISIVE AND SUCCESSFUL ADMINISTRATOR. I HAVE NO DOUBTS THAT SHE WILL DO THE SAME AS SECRETARY OF THE DEPARTMENT OF LABOR.

BEFORE CLOSING, LET ME ADD THAT I FEEL A SPECIAL RESPONSIBILITY TO SEE TO IT THAT THE NEXT SECRETARY OF LABOR IS AN UPSTANDING AND ACCOMPLISHED PUBLIC SERVANT, SINCE THE LAST SECRETARY, BILL BROCK, LEFT IN ORDER TO BE OF SERVICE TO BOB DOLE.

AND I CAN SAY, WITHOUT RESERVATION, THAT ANN DORE McLAUGHLIN FILLS THAT REQUIREMENT. MR. CHAIRMAN, I HEARTILY ENDORSE ANN'S NOMINATION, AND HOPE THAT THIS COMMITTEE WILL SWIFTLY CONSIDER AND APPROVE IT.

The CHAIRMAN. Now we want to welcome the Senator from New Jersey, Senator Bradley. We look forward to whatever kind words you have to say.

STATEMENT OF HON. BILL BRADLEY, A U.S. SENATOR FROM THE STATE OF NEW JERSEY

Senator BRADLEY. Thank you very much, Mr. Chairman.

It is a pleasure for me to be here today to introduce Ann McLaughlin to the Committee. As you know, President Reagan has nominated her to fill the position of Secretary of Labor.

Mrs. McLaughlin is a resident of New Jersey, though she is perhaps more familiar to the Committee for her service to the current Administration.

Mrs. McLaughlin has served in three separate Federal agencies as Under Secretary of the Department of Interior, as Assistant Secretary of the Department of Treasury, and as Director of the Office of Public Affairs in the Environmental Protection Agency.

In addition to extensive government service, Mrs. McLaughlin has a strong academic background as well as extensive experience in the private sector.

Currently, she serves as consultant to the Center for Strategic and International Studies and as a lecturer at the Wharton School of Business at the University of Pennsylvania. She has also been President of McLaughlin & Company, Washington Manager of Braun & Company, and Assistant Director for Corporate Communications for Union Carbide Corporation.

Mrs. McLaughlin's job as Secretary of Labor will not be an easy one. There are some who expect her to simply be a caretaker. But that will not be enough. To remain competitive in a world economy, we have to be able to adapt to change quickly. In fact, we have to see change as an opportunity.

But, though change may be exciting to some, it can be threatening to others. The new Secretary of Labor will need sensitivity to respond to the human trauma that results when plants move or close down. She will need strength to help both labor and management recognize new responsibilities, to develop more cooperative relationships, to resist protectionism, and to make the workplace a more rewarding experience. She will need vigilance to guarantee workers a safe environment, and she will need persistence to ensure that the pensions employees earn over many years are there when they are ready to retire.

Mr. Chairman, I look forward to working with Secretary McLaughlin as she confronts these challenges. She has always demonstrated a sense of fairness and analytical skill that I think will serve her well in the position when you confirm her and move her nomination to the Floor of the Senate for full Senate confirmation.

I look forward to that day.

The CHAIRMAN. Fine. Thank you very much, Senator Bradley. We welcome you any time before our Committee, and we are glad to have these words from you with regard to our nominee.

We know you have other matters to be engaged in, and although we would like to have you join us for the rest of the morning, we recognize that you have to excuse yourself.

Senator BRADLEY. Thank you, Mr. Chairman.

The CHAIRMAN. We will include in the record statements of the Senator from Illinois, Senator Simon; and Ohio, Senator Metzenbaum.

[The statements referred to follow:]

STATEMENT OF U.S. SENATOR PAUL SIMON

CONFIRMATION HEARING

ANN DORE MCLAUGHLIN, SECRETARY OF LABOR

TUESDAY, DECEMBER 8, 1987

Mr. Chairman, I thank you for holding this confirmation hearing today on Ann Dore McLaughlin to be the next Secretary of Labor. I am certain that her nomination will be approved by the full Senate, but I do have some concerns which I would like to express regarding the Department of Labor. I hope that she will indulge my special interests in these areas:

* The Occupational Safety and Health Administration and the Mine Safety and Health Administration have faced severe criticism recently. It is my hope that, in both of these agencies, the highest level of commitment is maintained for enforcing existing regulations and that any new regulations promulgated are equitable to both the employee and the employer. When people's lives are at stake, there is no room for political considerations--we must have regulations which actually ensure the workers' safety and those regulations must be enforced.

* I am concerned that training and re-training opportunities are not reaching those who need these

programs the most. We must be sure that we know exactly where the high concentrations of unemployed people are--not just those still receiving unemployment benefits, but those who have run out of benefits and those who are discouraged with trying to find employment--and these opportunities must be made available.

* Related to this issue is ensuring that displaced homemakers are included in the definition of dislocated workers under Title III of the Job Training Partnership Act.

* The Department of Labor's Women's Bureau is of increasing importance as women's roles in the world of work become more prominent. Certainly women face unique situations in their positions which should be addressed in the Department of Labor.

* Executive Order 11246 related to affirmative action in hiring must be enforced to the fullest extent.

* Perhaps the most important area of the Department of Labor is the Office of Labor-Management Relations. Parts of the United States are severely affected by unemployment and plant shut-downs. For our country to pull through the economic times we now face, employers

and employees must work together to solve any conflicts which exist. The Department must do all it can to encourage this cooperation. We cannot allow jobs to be exported due to either economic conditions here or due to problems experieced in labor-management relations.

Mr. Chairman, I hope that Ms. McLaughlin has a productive and successful term as the Secretary of Labor, and I hope that she will consider these concerns during her tenure. I wish her well.

U.S. Senator Howard M.
METZENBAUM
of Ohio

Committees:
Judiciary
Labor and Human Resources
Energy and Natural Resources
Select Committee on Intelligence

Chairmanships:
Subcommittee on Antitrust
Subcommittee on Labor
Subcommittee on Energy
Regulation and Conservation

Opening Statement of Senator Howard M. Metzenbaum
at a hearing of the Committee on Labor and Human Resources
on the confirmation of Ann Dore McLaughlin
as Secretary of Labor

December 8, 1987

I welcome Ms. McLaughlin to the Committee, and I congratulate her on her nomination to this important position.

American workers look to the Department of Labor for leadership. The Department's mission, as stated by Congress nearly 75 years ago, is "to foster, promote, and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

As a nation, we have made great strides since 1913. The Department administers an impressive array of laws promoting and protecting the welfare of our working men and women. But much more remains to be done. As we approach the end of the 1980's, we have existing laws that need stronger enforcement. And we are considering new laws to address problems still unresolved.

The challenges facing Ms. McLaughlin are enormous. She will have only a relatively brief period in which to make her mark. But in at least one important respect she will have history as an ally. As the second woman to become Secretary of Labor, she could hardly have a better role model than the first woman Secretary, Frances Perkins.

I have some concern that Ms. McLaughlin has had no experience at all in the labor field. But she does have a record of achievement in a number of other areas. And in prior discussions she has expressed a desire to work with the Committee on employment legislation and not to be obstructionist. I am pleased with her interest in a cooperative effort.

I look forward to working with Ms. McLaughlin in the months ahead.

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Howard M. Metzenbaum

The CHAIRMAN. Mrs. McLaughlin, we are happy to hear from you. If you have a statement that you would like to make before the Committee, we would welcome that now.

Perhaps if you have members of your family here, you might want to recognize them.

STATEMENT OF ANN DORE McLAUGHLIN, SECRETARY OF LABOR DESIGNATE

Mrs. McLAUGHLIN. Thank you.

I will start by thanking you, Mr. Chairman. I do have a statement. Let me say that the more notable member of my family, my husband, is unable to be with us today because he is in New York, giving a speech, in fact, of his own. I am sure that saddens all of us. [Laughter.]

The CHAIRMAN. As long as he is not in Massachusetts making a speech. [Laughter.]

Mrs. McLAUGHLIN. In fact, really, he is in New Jersey, and I will say that after Senator Bradley has left.

Senator HATCH. I've got an opportunity for him in Massachusetts. [Laughter.]

Mrs. McLAUGHLIN. I would like to introduce my brother, Karl Lauenstein, who is sitting in the back.

The CHAIRMAN. We welcome you.

Mrs. McLAUGHLIN. And Joan Schaub, who is a member of my extended family, also in the back.

The CHAIRMAN. Joan, we welcome you.

Mrs. McLAUGHLIN. Thank you very much, Mr. Chairman.

I have a prepared statement, and if you can bear with me, I'd like to read it for the record.

The CHAIRMAN. Fine.

Mrs. McLAUGHLIN. Let me again thank Senator Bradley for his kind and generous comments and also for all of you on the Committee who are here, and Senator Dole, for submitting his statement.

I want to first thank you for your prompt scheduling of this hearing and for the courtesy each of you has shown me in our visits over the past few weeks.

If confirmed, I will be the 19th Secretary of Labor, and I will follow people like Frances Perkins, the first woman Cabinet Secretary; James Mitchell, like me, a native of New Jersey; and Bill Brock, my immediate predecessor.

I am honored to have been asked by the President to be part of such a tradition.

I would like to take a few minutes today to talk about my approach to this historic Department, now celebrating its 75th anniversary; and though redundant, Mr. Chairman, I would like also to share with you again the Department of Labor's mission as defined 75 years ago by Congress. It is a mission that I first looked to when I was asked to consider and then accept the nomination for this job.

That mission, again, is: "to foster, promote and develop the welfare of the wage earners of the United States, to improve their

working conditions and to advance their opportunities for profitable employment."

Now, in 1954, former Secretary Mitchell eloquently stated that mission when he said, and I quote: "The principal objective of the Department of Labor is to foster the conditions under which workers' aspirations can be attained. For when the self-expression, the liberty and the prosperity of the working people are assured, it follows that the broader objective—the well-being, strength, and greatness of our country and all of its people—is also assured."

Government, labor and business have made great progress in fulfilling that historic mission. Today we have more people employed than ever before. We have created 14.5 million new jobs since 1982; at the same time the number of people making $10 per hour or more has increased by 12 million.

Our civilian unemployment rate is 5.9 percent, the lowest it has been since 1979. America is in the 60th month of economic growth—the longest peacetime expansion in modern history.

Regardless of these impressive statistics—and they are impressive—the 75-year-old mission of the Department of Labor remains as important and challenging as it ever was.

If confirmed, I will have, at most, 12 months to further these traditional objectives. During that time, together, we must build a firm foundation for the next 12 years, for the year 2000 and beyond. But we should consider that people in the year 2000 will face a world different either from Jim Mitchell's of 1954 or from the world we are in today.

Consider that: Our economic growth will be even more closely linked to world economic growth.

The service sector of our economy will become even more important, and increases in productivity, particularly in services, will be a key factor in our growth.

The work force will grow more slowly than in recent decades, and the average age of the work force will increase. These trends can create more opportunities for groups who in the past have not been full participants in the work force. These new opportunities, however, will be in the professional, the technical and the sales fields, thus requiring higher levels of education and skills.

Women, minorities and immigrants will comprise 80 percent of the new entrants to the labor force.

So the changes created by new technology, demographics, and economic expansion will provide an unparalleled opportunity for us to advance the economic well-being of all American workers.

The challenge, then, is an invigorating one—preparing the American worker to meet the job skill requirements of the year 2000 and ensuring that each worker has a full and fair opportunity to take part in our country's growth.

My response to the issues of the future work force will be a direct one.

1. I intend to advocate and pursue economic policies that will create as many new jobs as possible. Creating new jobs requires a strong and growing economy. I, as did former Secretary Brock, will stress an economic policy based on free and fair trade as a vital component to an expanding economy.

2. I would hope to provide for training, retraining and education for the employed and unemployed so that they can take advantage of change. Change is rapidly becoming the constant of the workplace, and we need to equip ourselves to meet it.

As one who has returned to school in mid-career, I know personally of the need for education throughout our lifetime. We must direct our energies not toward government programs which partially provide economic protection against inevitable change, but rather toward cooperative efforts that build the skills needed to compete and that encourage personal initiatives and self-esteem.

An integral part of this effort is the $1 billion Worker Readjustment Program proposed by the President. This program, which emphasizes training and retraining, would target funds to areas most in need, while allowing State and local authorities the flexibility to try new approaches.

And finally, I hope to provide maximum opportunity for individual initiative and achievement.

Next, I will also pursue a cooperative approach to problem solving. I will work closely with this Committee and Members of Congress, and I will consult regularly with business, labor, and State and local governments in developing approaches to the issues we face.

I believe as did Frances Perkins before me that cooperation and education are the best ways to achieve permanent progress. As Secretary of Labor, I can play a leadership role as a catalyst for communications and coordination.

We must recognize current trends that suggest in the year 2000 more and more families are expected to have both parents working or will be headed by a single parent.

Economic independence and self-reliance are among cornerstones of American family life. To work is a human vocation, and the work ethic clearly is alive and well in this country. We should integrate traditional family values and work responsibilities.

I salute those businesses which have examined their employment policies and practices to help enhance family life and values. If confirmed, I will strongly advocate that employers and their employees mutually find ways to reconcile competing demands of work and family.

For example, I will work aggressively with communities, with State and local governments, employers and unions to increase the availability of quality child care. We are learning that the employer's bottom line benefits by a new understanding of an employee's family life.

Employers' enlightened response to this realization generates a more skilled, more productive and stable work force. I am convinced that these needs can be met without massive or mandatory Federal programs, however well-intentioned.

Finally, of central importance to me is my duty as Secretary of Labor to enforce the law. In my eight years in the Federal Government, I have served at the Environmental Protection Agency and the Departments of Treasury and the Interior. All have important law enforcement functions. It has always been my view that the responsibility of the Executive Branch is to faithfully carry out its enforcement mission aggressively and fairly.

We all know the reality of resource constraints. But if confirmed, I will continue to improve, as my predecessor has done, the Labor Department's law enforcement efforts through gathering reliable information, making priority and resource decisions based on that information, investigating alleged violations thoroughly, and assessing substantial penalties quickly where violations are found.

In other words, I will be fair but firm.

The objectives I feel we share are bipartisan ones—the health and safety, prosperity and productivity of the American worker.

In summary, I intend to be an advocate for these objectives and to seek creative, cooperative solutions to the issues we face. The Federal Government alone cannot possibly have the resources or the ingenuity to provide all the solutions. The expertise and ability to respond to issues lies with American labor, business and individual workers. The Federal Government functions best as a facilitator, removing barriers and communicating information, allowing the vigor of workers and industry to grow safety and develop.

Mr. Chairman, I appreciate the courtesy you have shown me, and for the time you have taken to talk to me about your concerns during the past few weeks, as well as other Members of the Committee with whom I have met.

If confirmed, I look forward to working with you on the many important tasks ahead.

Thank you very much, and I of course would like to respond to questions.

The CHAIRMAN. Thank you very much, Mrs. McLaughlin, for outlining your areas of concern and your willingness to work with the Committee.

I think you probably know we had a very strong working relationship with Secretary Brock; we had some areas of difference, but by and large I thought it was a very constructive and positive relationship.

Before I get into the areas I would like to pursue, we do have comments made by my colleagues. I would hope you might just take the chance to read through their statements. There is quite a degree of specificity about their concerns, and I think if you would be good enough to read through them, I would appreciate it, and then there are some questions to which they would like a response and that will be made a part of our record.

Mrs. MCLAUGHLIN. I surely will, Mr. Chairman.

The CHAIRMAN. We will include in the record at this point the nomination papers, which indicate a very long commitment to public service and a distinguished career. I think you ought to be proud of it, and I certainly commend you for it.

[The biographical sketch of Mrs. McLaughlin follows:]

STATEMENT FOR COMPLETION BY PRESIDENTIAL NOMINEES

PART I: ALL THE INFORMATION IN THIS PART WILL BE MADE PUBLIC

Name: McLaughlin (LAST) Ann (FIRST) (OTHER)

Position to which nominated: Secretary of Labor Date of nomination: 12-1-87

Date of birth: 16 (DAY) 11 (MONTH) 41 (YEAR) Place of birth: Newark, New Jersey

Marital status: Married Full name of spouse: John J. McLaughlin

Name and ages of children: None

Education:

Institution	Dates attended	Degrees received	Dates of degrees
University of Penn. Wharton School of Bus.	June 1987- Present		
Marymount College Tarrytown, New York	1959- 1963	B.A.	June 1963
University of London Queen Mary College	1961- 1962		
Academy of St.Elizabeth (college preparatory)	1955- 1959		

Honors and awards: List below all scholarships, fellowships, honorary degrees, military medals, honorary society memberships, and any other special recognitions for outstanding service or achievement.

1965 -- Outstanding Young Woman of America

1984 -- Alexander Hamilton Award for Distinguished Service (Department of Treasury)

1987 -- President's Public Service Award Nature Conservancy

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Memberships: List below all memberships and offices held in professional, fraternal, business, scholarly, civic, charitable and other organizations for the last five years and any other prior memberships or offices you consider relevant.

Organization	Office held (if any)	Dates
Marymount Alumnae Assoc. Tarrytown, New York		1963-Present
Who's Who In America		1981-Present
Who's Who In American Women		1981-Present
Women's Forum of Washington, D.C.		1984-Present
Business Partners', Inc.		1986-Present
City Club Washington, D.C.		1986-Present

Employment record: List below all positions held since college, including the title or description of job, name of employer, location of work, and dates of inclusive employment.

9/87 - present	-- Visiting Lecturer, Public Policy Dept. Wharton School of Business,Phil.,Penn.
9/87 - present	-- CSIS, Consultant Washington, D.C.
3/87 - present	-- Sabbatical/Travel
2/84 - 3/87	-- Under Secy of Interior, Wash., D.C.
1/81 - 2/84	-- Asst. Secretary, Dept. of Treasury Washington, D.C.
1/78 - 1/81	-- Consultant:Management Public Affairs McLaughlin & Co., Washington,D.C.
1/78 - 1/81	-- Consultant & Washington Representative Braun & Com., Los Angeles, Ca.
11/74 - 1/78	-- Asst. Communications Director and State-Local Government Relations Union Carbide Corporation New York City & Wash., D.C.
3/73 - 11/74	-- Director Office of Public Affairs Environmental Protection Agency,Wash.,D.C.
11/72 - 3/73	-- Communications Director Inaugural Committee, Wash., D.C.
11/71 - 11/72	-- Communications Director Pres. Election Commission, Wash., D.C.
10/69 - 11/71	-- Consultatant, Myers Infoplan International, New York, N.Y.
3/69 - 9/69	-- Manage fast food franchise, Chicken Supreme, San Juan, Puerto Rico
4/66 - 3/69	-- Director Alumnae Relations, Marymount College, Tarrytown, New York
6/63 - 10/65	-- Broadcast Scheduling Supervisor, ABC-TV New York City

Government experience: List any advisory, consultative, honorary or other part-time service or positions with Federal, State, or local governments other than those listed above.

7/87 -- 11/87 -- Chairman, President's Commission on Executive Level Compensation

1984 -- 1987 -- Under Secretary Department of Interior

1981 -- 1984 -- Assistant Secretary Department of Treasury

1972 -- 1973 -- Director, Office of Public Affairs Environmental Protection Agency

Published writings List the titles, publishers and dates of books, articles, reports or other published materials you have written.

None

Political affiliations and activities: List all memberships and offices held in or financial contributions and services rendered to all political parties or election committees during the last five years.

1979-80 -- Treasurer, Dole for President Campaign Exploratory Committee

1980 -- RNC Convention
1981 -- Press Advisor for Maureen Reagan at 1981 Inaugural
1984 -- Republican Convention Caucus Participant

CONTRIBUTIONS -- 1986 Garrey Carruthers (Gov.New Mexico), Bruce Hershonshon (Sen. Calif.), Carol Schwartz (Mayor-D.C.), Norma Paulis (Gov.Oregon), GOP Women's Fund, 1987 Joseph Kyrillos (State Assembly, N.J.), Bobbi Kilberg (State Senate Va.)

See attachment for contribution amounts.

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SPEECHES (See continuation Sheet)

Future employment relationships:

1. Indicate whether you will sever all connections with your present employer, business firm, association or organization if you are confirmed by the Senate.

YES

2. State whether you have any plans after completing government service to resume employment, affiliation or practice with your previous employer, business firm, association or organization.

NONE

3. Has a commitment been made to you for employment after you leave Federal service?

NO

4. Do you intend to serve the full term for which you have been appointed or until the next Presidential election, whichever is applicable?

YES

Potential conflicts of interest:

1. Describe any financial arrangements, deferred compensation agreements or other continuing financial, business or professional dealings with business associates, clients or customers who will be affected by policies which you will influence in the position to which you have been nominated.

I have none, since I will resign from my positions with outside organizations upon confirmation.

2. List any investments, obligations, liabilities, or other financial relationships which constitute potential conflicts of interest with the position to which you have been nominated.

Union Camp Corporation (common stock)

Merrill Lynch Retirement Benefit Mutual Fund (IRA)

*(S) Pepsico (common stock)

(S) General Electric (common stock),

(S) Oliver Productions, Inc. (stock, employment and pension)

(S) Merrill Lynch Income Realty Properties #4 (limited partnership, SEP)

(S) Merrill Lynch Retirement Reserve (money market fund, IRA)

(S) Paine Webber Cash Fund (IRA)

3. Describe any business relationship, dealing or financial transaction which you have had during the last five years whether for yourself, on behalf of a client, or acting as an agent, that constitutes a potential conflict of interest with the position to which you have been nominated.

NONE

4. List any lobbying activity during the past 10 years in which you have engaged for the purpose of directly or indirectly influencing the passage, defeat or modification of any Federal legislation or of affecting the administration and execution of Federal law or policy.

NONE

5. Explain how you will resolve any potential conflict of interest that may be disclosed by your responses to the above items.

I will divest my stock in Union Camp Corporation after my divestiture would no longer be subject to a potential financial penalty under the securities laws in light of my status as a former Director. In addition, in the absence of a waiver, I will recuse myself from any particular matter having an impact on my financial interests or those of my husband, whenever such a recusal is required under 18 U.S.C. 208.

Ann McLaughlin

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SPEECHES

September 13, 1984	Remarks at the Republican National Committee's Executive Women's Briefing, Washington, D.C.
October 12, 1984	Remarks Middlesex County Annual GOP Dinner New Jersey
October 18, 1984	Remarks Monmouth County GOP New Jersey
March 29, 1985	Remarks, Fundraiser, Congressman Regula (R) Ohio
June 4, 1986	Remarks GOP Albuquerque, New Mexico
September 19, 1986	Remarks local GOP Syracuse, New York

Question Addendum Political Contributions
Page 3

Carruthers	$100
Hersnonshon	$50
Schwartz	$100
	$300 in-kind
Paulis	$50
GOP Women's Fund	$100
Kyrillos	$20
Kilberg	$100

The CHAIRMAN. Let me first of all ask one of the obvious questions, and that is, although you have been very much involved in other responsibilities in this Administration, you have not had particular experience in dealing with labor issues, the issues which come before this Committee and that are the central kind of responsibility of this Committee. I would be interested in how you would compensate for that.

Mrs. MCLAUGHLIN. Mr. Chairman, it is true I have not had direct experience in labor issues. However, I would compensate, as you put it, very wisely as I have done in previous jobs where I may not have been an expert in the field and will seek the counsel not only of this Committee and the Congress as a whole, but of the many very fine experts in the field, meeting specifically with organized labor as well as the academics and business managers in our country who have been living and dealing with and studying these problems day by day.

I might say that no one more than you as Chairman of this Committee can appreciate that skills are transferrable. And I think that my background both as a manager and working in public policy lends itself very much to the running of the Labor Department.

Finally, I think that I am uniquely qualified as—perhaps a little later in years—but as a member of the new work force, having experienced many of the problems and opportunities that I will be addressing.

The CHAIRMAN. That is a good response. I think your willingness to work with the different groups and individuals who are concerned about this is very heartening and very encouraging.

I asked you when we had our visit a week or two ago about what you would hope to be able to achieve as a Secretary of Labor, and I think it would be of value and importance to the Committee and to the Senate generally to find out from you what you would hope to achieve in the time that would be available to you if you receive this responsibility.

Mrs. MCLAUGHLIN. Mr. Chairman, I have given a great deal of thought to that because I am aware, and I have been reminded, that while the time appears short, a lot can be accomplished.

I look to three specific areas. Number one, there is an awesome number of statutes—some 140—for which I will have responsibility. Those statutes affect in some way over 120 million workers. I think one very real priority is to review our enforcement responsibilities and review and implement those statutes and those laws.

On a more creative venture, I do think that the new work force opportunities present for me this year a chance to galvanize business, labor, various communities, to put in place programs and policies that will serve us well now and in the next 10 to 12 years.

Significantly, I would hope that I can spend this year not with an eye to political expediency; rather, I hope that 10 years from now, perhaps someone else will be sitting in this chair and looking back, quote Secretary McLaughlin as I am proud to quote previous Secretaries. I hope that the work that I will have done this year will serve well to ready that work force.

And lastly, I think that the area of education and retraining specifically allows me this year to work with the Secretaries of Com-

merce and Education to see if we cannot jointly find ways to move some of these programs and needs for retraining forward, perhaps more quickly than if I had the pleasure of the 12 years that Frances Perkins had in her job.

The CHAIRMAN. Well, that is certainly an important area of concern for this Committee, and we welcome your active leadership in it.

Let me ask some specific questions that many of us have been concerned about, and I notice some of these are raised by Senator Simon in his statement.

We had, as you know, some extensive hearings last October and this spring, a year ago, when the Committee conducted oversight of the Mine Safety and Health Administration. The hearings demonstrated that there were serious problems in the administration of that agency, and we were able to work with Secretary Brock and Assistant Secretary McMillan on the issue. They took some important steps to correct the agency's shortcomings.

I want to make sure that those efforts will continue, and I want to give you an opportunity to express your view on that issue.

Mrs. MCLAUGHLIN. Yes, Mr. Chairman, not only will they continue, but I look forward to—hoping for a quick confirmation—apprising you of how those efforts are going. This is an opportunity that I will quickly move on—namely, to ask questions that result from those hearings and how we are doing in responding to the various programs and activities that the Labor Department is putting in place.

One good piece of information I can share with you is that the current Deputy Assistant Secretary for MSHA specifically, was hired by me when I was at the Department of Interior. And I have nothing but great expectations I know will be met by Dave O'Neill, that Deputy. He has a tremendous ability at hands-on management, and I think he is the kind of person, if you have not met him, that you would agree will answer many of the problems that were addressed in the oversight hearing.

I would say that you have my personal commitment to spend the needed time to assure this Committee that the activities that we are addressing at the Department will be met.

The CHAIRMAN. Well, that is helpful and reassuring, because we know that there are some important and conflicting pressures that exert themselves on the agency. We are dealing in an area involving people's lives in a very significant way, and there were some egregious situations that were pointed out. We were and are making progress and we would like to have your active involvement so that progress could continue. I know that would be enormously important and most especially appreciated by the people whose lives are being affected by those kinds of activities and by this Committee.

Let me mention that the Academy of Science completed a study on the Bureau of Labor Statistics' Occupational Safety and Health Programs. They found that the BLS data systems are not providing OSHA with the data that is needed to maintain effective health and safety programs.

For example, there is no agreed-upon estimate of the number of occupational fatalities. Will you make sure that the BLS makes the

necessary changes in the data system, and will you review the Academy's recommendations and review what is happening at the present time in terms of that data collection and exercise some judgment to ensure that OSHA is going to get the kind of material which is going to be necessary in order to implement whatever regulations exist?

Mrs. MCLAUGHLIN. I am not familiar with the report. I will make myself familiar, and I will certainly meet with the BLS people.

The CHAIRMAN. Fine. And review the Academy of Science report, if you could, and try to tie those things together.

Mrs. MCLAUGHLIN. Very much so.

The CHAIRMAN. We would like to work with you on that because we are going to do some hearings on OSHA later on in the winter.

Mrs. MCLAUGHLIN. I would be happy to, Mr. Chairman.

The CHAIRMAN. Thank you.

Mrs. MCLAUGHLIN. Both OSHA and MSHA, I think, are going to require a great deal of my attention early on, because I know this Committee specifically has strong interests, and various other Members do. I can tell you that I am very eager to ask my own set of questions of these agencies as well.

The CHAIRMAN. Good.

I just have a few other areas. The GAO also promulgated some recommendations to the Department about streamlining the management and the organization of the Agency. I know Secretary Brock was reviewing that and trying to work out ways to improve the whole departmental management system. I do not know whether you are familiar specifically with what the GAO recommended and what Secretary Brock is doing. If you want to make a comment on it, fine; if you want to just review those, and we could work with you on that to find out what your own view is on those recommendations, we would welcome that as well.

Mrs. MCLAUGHLIN. I am not familiar with the specifics. I am familiar that GAO came to review the management system at the invitation, if I am not mistaken, of Secretary Brock. They put in place what I understand to be a very good system, and I will soon find out. But I believe Secretary Brock said to GAO why don't you come back a year later and see how we are doing. So he was also eager to see that this system was a good one. And I certainly will have my own style; the idea of accountability runs very deep in my management style, so I will be happy to work with you on that.

The CHAIRMAN. Fine. In our consideration of various legislation—polygraphs, drug testing, and parental leave—the Justice Department has come up here and testified for the Administration rather than the Labor Department. I am just wondering—we are glad to get the Administration's views, obviously, from whatever source—but it would seem to me that these are matters which are primarily the jurisdiction of the Labor Department. I would hope that you might review that past procedure, and my personal view would be that I would hope we would hear from you on these issues because you have primary responsibility in the Administration for those issues. We may not agree but it seems to me that it allows us to deal with the responsibility agency. So I would hope you would just review that past practice and exercise your own leadership in

terms of expressing the view of the Department on those key matters which are of central importance to our Committee.

I do not know whether you are aware in the past that that has happened a good deal, and whether there is any comment you wish to make.

Mrs. McLAUGHLIN. I am aware of it from visits that I have had with various Members, and I can only say that in previous roles I have never been shy; I very much expect and I think the President expects me to speak out for the Administration on issues affecting the American worker. However, let me hasten to add that one of the benefits of the Administration's process of Cabinet government does allow for participation with other Cabinet officers on various issues; but that should in no way detract from my own desire and responsibility to oftentimes speak out.

The CHAIRMAN. Good. A final question. You mentioned in your testimony about your desire to increase the availability of quality child care. I do not know whether you are prepared to elaborate on that. I noticed in the last several days a very massive undertaking that is being embraced in Canada, for example, in the last week or so; it has been in the works for some period of time. Not that we have to replicate that, but it does seem to be an issue which I find to be of enormous importance just in my State and travels around the country and even in my conversations with people in different parts of the world, who have indicated a desire to try and come to grips with this.

I would be interested in any ideas that you might have on that.

Mrs. McLAUGHLIN. Well, I think it wouldn't be appropriate for me to be too specific, but let me say that I guess I would call it "keen grasp of the obvious." We cannot wait until the year 2000; it is here and now, and there is a role, I think, that can be developed both for the Federal Government and more importantly, for local communities, businesses, et cetera.

I am struck also with what I have read in the papers recently of various companies' policies that are fabulously responsive and creative. I am generally familiar with Senator Hatch's bill and other bills that have been introduced, and I would very much hope that this is one area where we can work very positively together, because I think our goals are very much the same.

Clearly, we have to respect the budget, et cetera, and most importantly, I would hope, stimulate the private sector through the many ways we can. That might be the best I can say today, but I am very eager. I have some ideas, but they are not fully formed, and I have not had the opportunity to draw on many people with much more expertise and a longer period of addressing this issue than I.

The CHAIRMAN. We will look forward to working with you on it. We may have some different approaches, but there is an awful lot that can be done.

I found in my own State of Massachusetts that there are several companies that have initiated this on their own, and the results, awarding it executives I have talked to, in terms of worker stability, enthusiasm, productivity, retention, has more than paid back the cost of providing child care. I do not believe that providing child care can be achieved without government initiatives but we

can work that out at a later time. But I am glad to hear that you are very much concerned about it, because I think it is just indispensable in terms of the newer employment needs of our population.

We will certainly look forward to working with you.

I want to recognize Senator Quayle, who has arrived at the hearing. I have finished my questioning, and I would under normal circumstances recognize Senator Hatch, but if you have any opening statement you want to make, and then the questioning will begin by Senator Hatch.

Senator QUAYLE. Thank you very much, Mr. Chairman.

Congratulations, Madame Secretary-to-be. Listening to our Chairman and also being aware of the other questions and opening comments, it appears that you are going to have a very difficult time today. [Laughter.]

We hope the confirmation of your nomination will be without dissent and we look forward to a very vigorous year. I could begin to implore for one by making sure that your discretionary funds, particularly under Title III, have a very favorable response for my State of Indiana—but I will not get into any of those micro substantive major decisions that you are going to have to make.

Mrs. MCLAUGHLIN. I would be happy to talk to you privately about it.

Senator QUAYLE. And particularly when it competes, perhaps, with the Chairman's interests in his State, because we both have very important programs to help the dislocated worker.

I congratulate you. The Chairman, Senator Hatch, and I have worked long and hard on these issues which now will be part of the issues that challenge you. Between now and the turn of the century, this Nation faces many problems with its labor force, concerning the method in which we are to prepare them for the future, a way to develop their skills, and what kind of education and training is going to be necessary. I hope you will take notice of an idea that I have advanced on how we can consolidate our education and training systems.

So often, we are in competitive and sometimes even adversarial roles with the two institutional processes. As we look to the dislocated worker or the economically and structurally disadvantaged dropout, we are confronted by the problem of how to help those people the best, given the limited resources that we are have, unfortunately, to spend on these programs.

I think that is an immense challenge that I hope you personally will be willing to dig into, and it would certainly be of help to this Committee because we are very interested in the whole education process, including vocational education, job training, and how that relates to our economic security and our future.

As we look at competitiveness and productivity, I cannot think of anything less challenging and less important than the issue of how we are going to prepare the work force. Because I know you have looked at this, I just want to go on the record in my opening statement to encourage you to proceed down this path.

Congratulations, and thank you very much, Mr. Chairman, for allowing me to make these opening comments, and good luck to you.

Mrs. MCLAUGHLIN. Thank you, Senator.

The CHAIRMAN. Thank you, Senator Quayle.

Senator Hatch.

Senator HATCH. Thank you very much, Mr. Chairman.

We are very happy, Ann, to be here to support you. As I understand it, we will put this on the agenda for tomorrow, so I want to compliment our distinguished Chairman for his cooperation here and for the expedition with which he has conducted this hearing and put your nomination down for Committee action.

So by tomorrow, hopefully, we will have you reported out of Committee, and then hopefully we can get to the Floor before the end of this year, and then you can get to that very important job which is in my opinion one of the most important jobs in this town, but sometimes is overlooked in the overall exciting scheme of some of the other jobs.

I am just really grateful to have your comments about child care, because as you know, this is really my number one initiative on this Committee. Senator Dodd is doing a great job in this area, as are others, including the Chairman. And I think we are starting to get a very good working consensus that we need to resolve this problem as much as we can within budget constraints in our society today.

As I see it, our work force is diminishing. The baby boom is over, and we are going to have to do something to help mothers who have to work, and above all, to do something for families. I think that is what child care is; it is a family approach that this country really needs.

So I really was heartened by your suggestions that we need to do more in this area, and I know you will work with this Committee in helping us arrive at the final effective way of resolving these problems.

I think Senator Kennedy has basically gone over the major questions that I have been interested in. As you know, we in Utah, because of the Wilberg mine disaster, have been very concerned about the Mine Safety and Health Administration, and we have held numerous hearings and numerous follow-up hearings with regard to the issues involving that Administration. We do want you to do the very best you can to follow up on that, because it is important to all of us. I would like you to make MSHA a priority concern of yours. I think it is just one of those things that needs to be done.

But I have been pleased with your responses. I have been pleased with the questions that the distinguished Chairman asked you and your answers thereto. And I just want you to know I will do everything in my power to see that you are confirmed expeditiously and that you are in this position to be able to do the job that we all know you can do.

We are all very proud of you and proud that you have this opportunity.

Mrs. MCLAUGHLIN. Thank you, Senator. I appreciate that.

The CHAIRMAN. I thank Senator Hatch for his comments.

Let me just pick up on the point that the Senator from Indiana raised about job training. I think if you look at many of the successful training programs which have moved people off of welfare

dependency, there are two very significant and important ingredients. You have mentioned one, and that is the child care. How are people who want to work but who are dependent, going to get some additional training? We are all interested in seeing what can be achieved and what kind of education ought to be available to that individual. But also attendant to this is health insurance. You are going to have a very difficult time, as I know from experience in my State, in moving people off dependency when they qualify for Medicaid and can be assured that their babies are going to be taken care of. Because for them to go out and buy insurance, even being included in a group program, is enormously costly. In my State, it is about $115–$120 per month for a single woman with a small child. That is over $1,000 per year, and if you are talking about entry into the job market, when they know they can remain on Medicaid, they will be reluctant because they are at least going to have coverage for their babies.

There have been a number of programs across the country that have taken different shapes and forms and there are some very significant and, I think, reasonably obvious ingredients to those programs which have been successful, including education and training and some coverage in terms of health needs and daycare. If you get those kinds of ingredients, the capability of moving people out of dependency and saving in terms of expenditures both at the State level and the Federal level is enhanced.

We have developed the JEDI program to try and encourage the States to move in these areas and to give the States flexibility to develop these kinds of programs and then to share the savings that we would be achieved at the Federal level by giving it back to the States. The States can then perhaps get a revolving fund, so they can deal with this problem down the road. We know now, and we have sufficient information and material now, to know who those individuals are going to be who are going to be 95 percent dependent on welfare for the next 10 years or 15 years.

The studies are out, and they are really in remarkable agreement from all different kinds of spectrums about who those people are. So if we are able to target some resources and then let's see if we cannot demonstrate the effectiveness of that program, giving maximum flexibility to the States to try and work that out, and then we will take the programs which are very successful and make those available to the communities, and hopefully they will be replicated.

But you addressed what I think was a sensible point that Senator Quayle made. I think you have to also look at these other additional ingredients—you have certainly recognized that with regard to the daycare—because so many single heads of household have infants and small children. So I hope you might give some thought to that. I am aware of where the Administration comes out on some of these areas, needless to say, but I would hope perhaps you would, in your persuasiveness, maybe be able to see if we cannot find some common ground to perhaps make some progress in those areas.

Mrs. MCLAUGHLIN. Perhaps I can be persuasive with you as well as with the Administration, Mr. Chairman, and work with both.

The CHAIRMAN. Fair enough, fair enough.

Okay. This has been a very enjoyable meeting, and we want to again thank you for your presence. I have indicated to the Members we have the intention of acting on this tomorrow, and then hopefully moving through the Senate in a very expeditious way.

So the Committee will stand in recess.

Mrs. MCLAUGHLIN. Thank you, Mr. Chairman.

[Responses of Mrs. McLaughlin to questions submitted by Senators Kennedy, Cranston, and Metzenbaum follow:]

Kennedy

Question: Mrs. McLaughlin, the former Secretary of Labor gave commitments that should the Department again engage in the process of developing new guidelines, major policy revisions or new regulations regarding Section 13(c) of the Urban Mass Transit Act, the Department would only do so after structuring the process to provide direct consultation and negotiation with all interested parties, including the representatives of transit industry employees.

Will you be willing to continue that commitment and provide assurance that the program purpose of protecting important employee rights and benefits not be undermined?

Answer: Yes. This is something that is important to me, and I favor an approach which affords all the interested parties the widest opportunity, within the bounds of the law, to provide input on any proposed revisions regarding Section 13(c) of the Urban Mass Transit Act. I plan to closely monitor the progress. I can assure you that we will administer the Act in a way that is sensitive to the interests of transit management, transit employees, and the public at large.

Cranston

Question: Last February, California Governor George Deukmejian informed the Department of Labor of his intention to withdraw the approved California-OSHA plan. Since that time there has been a continuing dispute both in the California State Legislature and the courts regarding the validity of the Governor's action. On October 27, the California Third District Court of Appeals ordered the Governor to restore the Cal-OSHA program. The Governor has appealed that decision, and the state Supreme Court is expected to decide within the next month or two whether to hear the case. If the California Supreme Court upholds the appellate court decision, it will take at least another 6 to 9 months for the Cal-OSHA program to be restarted.

Would you agree, given the high standards and excellent quality of the Cal-OSHA program, that the state should have every opportunity to reinstate the program?

Would you agree that, if the court upholds the decision, in order to provide the state with a sufficient amount of time to reestablish Cal-OSHA, you will not initiate proceedings to involuntarily withdraw the state Cal-OSHA plan?

Answer: The Labor Department has been a strong advocate of state safety and health programs in general and Cal-OSHA in particular. The uncertainty surrounding the status of Cal-OSHA has placed heavy burdens on Federal OSHA. However, OSHA has avoided interfering with the state's political and judicial procedures for determining whether to reinstate the program.

I intend to see that OSHA fulfills its responsibilities to provide coverage to the workers of California with federal resources as necessary. However, if the governor reinstates the California program to a level at least as effective as that provided by the Federal program, OSHA will without hesitation step aside.

Further, I agree that the state should have every opportunity to reinstate the program, and I understand that any restoration of Cal-OSHA would require a reasonable period of time. Therefore, I commit to you that should the state Supreme Court overrule the Governor's position, OSHA will not seek withdrawal of the California state plan so long as the state is making progress in reestablishing its program.

Question: Nothing bothers me more than seeing young people walking the streets of this country without a job or the skills necessary to get a job. It is a frustrating problem and I do not pretend to have all the answers to solve it. But we must keep trying to help these young people.

That's why earlier this year I introduced the Youth Employment Services Act--the "YES" Act. The bill would encourage groups at the local level to target assistance to severely disadvantaged youth and to come up with new ideas on how to break the cycle of poverty.

These young people are falling through the cracks in the current system. As Secretary of Labor, what will you do to focus attention of this problem.

Answer: I, too, am very interested in improving the long-term employability of youth, particularly those youth with basic skills deficiencies who are also more likely to suffer from a whole host of problems such as learning disabilities, poor health, teen pregnancy, or drug and alcohol abuse. I plan to make better quality services to disadvantaged youth a priority for my tenure. My commitment will be reflected in three areas of activity: policy review of current services to youth; administrative initiatives including technical assistance and performance standards adjustments; and research and demonstration efforts to determine those approaches which cost-effectively remedy the needs of disadvantaged youth to make them more employable.

It is my understanding that several activities are currently underway at the Labor Department that would achieve these goals.

These include a number of research and demonstration projects to address the need for basic literacy skills, and experimental projects to build linkages among JTPA officials, school, and other community organizations, to find better ways of providing comprehensive services for disadvantaged youth.

Therefore, I would prefer to comment on your "Youth Employment Services" bill after I have had the opportunity to thoroughly review the Department's youth programs and these recent efforts to determine if we are investing current funds in the most productive manner. We need to assure the biggest return on our investment dollar if we are to provide more immediate help to severely disadvantaged youth. Further, I intend to work closely with the Secretaries of Education, Health and Human Services, and Commerce, as well as with the business and labor communities, to build on existing successful programs at the local level. I look forward to working with you and other interested members in the months ahead in addressing this most important problem.

Metzenbaum

Question: Obviously, the barriers facing women do not all take the form of overt discrimination. There also is the problem of inadequate education and training, often exacerbated by cultural stereotypes. At our hearing, two witnesses active in the field supported a proposal to offer incentives under JTPA to programs that place women in higher-paying jobs or in jobs that have an unusually low percentage of women. What is your view of such a proposal? I hope that by working together we can use JTPA performance standards to place more women, and minorities, in nontraditional employment.

Answer: I believe that the Performance Management System does have the potential to improve the JTPA services for women and minorities. Understanding that the success of the JTPA program is rooted in local decision-making, there are several incentives for states to reward the improvement of services to women and minorities:

1. Local offices that administer the Job Training Partnership Act (JTPA) receive incentive awards for exceeding their performance standards. Programs which successfully serve large numbers of women and minorities can receive greater rewards.

2. Governors are encouraged to set aside incentive monies to directly fund pilot programs aimed at placing women and minorities in better paying, non-traditional jobs.

3. States may establish, (and in the midwest are already setting), additional performance standards specifically targeted to the placement of women and minorities in better-paying jobs.

In addition, the main thrust of the Program Year '88 revisions to the Performance Standards system is to increase the quality of training and wage levels for JTPA participants. As another example of efforts to improve services to women, this year the Labor Department will be funding several pilot projects within the JTPA system to provide new ways of promoting non-traditional employment.

I would welcome working with the Labor and Human Resources Committee and other interested Members of Congress on ways to expand such initiatives and innovative efforts.

Metzenbaum

Question: Last year, Congress unanimously passed the Age Discrimination in Employment Amendments of 1986, abolishing mandatory retirement for millions of Americans. However, the 1986 Amendments did preserve existing state retirement laws for police officers and firefighters until 1993. In anticipation of perhaps revisiting the issue, Congress directed the Secretary of Labor and the EEOC to conduct a study on whether physical and mental fitness tests are valid measurements of the ability and competency of individuals who perform as police officers and firefighters.

What steps are being taken by DOL to conduct this study, and what, if any, funding requests are being made in this regard?

Answer: I understand that in September a contract was signed with Safety Services to design a plan for implementing the Congressionally mandated study on whether physical and mental fitness tests are valid measurements of the ability and competency of individuals who perform as police officers and firefighters. The Department of Labor is sharing the cost of the design study on a 50/50 basis with the Equal Employment Opportunity Commission. The contractor is expected to complete its work early next year. When the design study is completed, an assessment will be made as to the level of resources required to conduct the full study. I will keep the Committee on Labor and Human Resources informed.

Metzenbaum

Question: As you know, I recently held a hearing on the problems facing women who seek higher-paying, more challenging jobs in fields traditionally dominated by men. At that hearing, it was made clear that women have received less than their fair share of the better jobs, and that women face significant obstacles such as refusals to hire and overt sexual harassment. By and large, the Department of Labor has not been a significant force in addressing this problem since 1980.

What specific steps will you take, and will you direct OFCCP to take, to insure that particular industries and establishments improve their record of hiring and training women for nontraditional jobs? Will you make this effort a priority during your tenure as Secretary?

Answer: I personally share your view that we must make the fullest possible use of all of our human resources. In meeting that goal, you have my assurance that after I take office I intend to give high priority to increasing the entry of all who want to work in what have become known as nontraditional jobs. This step is a matter of fairness, providing opportunity for higher-paying, better jobs. Human resource development is essential if we as a nation are to meet the challenges that will be presented by the changing nature of the workforce as we move toward the Year 2000. Therefore, the Department of Labor, under my direction, will be a significant force in this area.

As you know, demographic and economic trends over the next 12 years present a unique opportunity for us to seize now.

- First, the pool of younger workers will shrink substantially. This age group has traditionally been the source of most newly hired workers in such fields as construction, apprenticeship for other crafts, and many technical fields.

- Women will represent a major proportion of workers by the year 2000 -- approximately 60% of the new entrants.

- The new jobs will, in general, require a higher degree of skill than they do now. Improvements in technology call for a better trained and more flexible workforce.

I am committed to see that women and minorities receive opportunities to contribute fully at all levels and facets of the workforce.

The Office of Federal Contract Compliance Programs (OFCCP) is responsible for enforcement of Executive Order 11246 and related laws, which require Federal contractors to take affirmative action in employment of women, minorities, handicapped workers, and veterans. I understand Assistant Secretary Fred Alvarez and OFCCP Director Jerry Blakemore have already begun to energize enforcement. One of my goals will be to assure that OFCCP policies and procedures are clear, uniform, and consistent. After I take office, I intend to review the OFCCP program and agenda to make certain that full and equal opportunities are available in all employment practices and training programs.

In addition, I intend to be an outspoken advocate before business and labor groups for effective and agressive OFCCP enforcement, particularly in the area of workers in nontraditional jobs.

The CHAIRMAN. The Committee stands adjourned.
[Whereupon, at 10:53 a.m., the Committee was adjourned.]

83-002 (40)